

Commonwealth of Massachusetts
Human Resources Division
Office of Work/Life and Diversity

Governor's Diversity Initiative Curriculum **Training of Trainers Program for State Agencies**

Dates: June 3, 4, 13, 14, 2002

Locations:	06/03 & 06/04/02	06/13 & 06/14/02
	Division of Medical Assistance	Federal Reserve Bldg.
	Learning Center – 1 st Floor	600 Atlantic Avenue
	Two Boylston Street	Boston, MA 02106
	Boston, MA 02111	

Time: 9:00 a.m. to 5:00 p.m.

Total number of participants: 30

Cost per participant: No Cost

Facilitated by: Anne Adams and John Salvati, Brandeis University
Diversity Training Advisory Committee

In partnership with the Human Resources Division, Brandeis University has developed a standardized curriculum for diversity training that is to be given to all Commonwealth of Massachusetts Executive Branch employees and managers.

In order to prepare agency trainers to deliver this Diversity Curriculum we are offering a four-day *Training of Trainers* program. Anne Adams and John Salvati, of Brandeis University's consultant team who worked with a Governor's Diversity Initiative Training Advisory Committee to develop the curriculum, will facilitate the first two days of the program. The Diversity Training Committee will facilitate days 3 & 4, with a Practice Session on Day 3 and topics such as: Training Delivery Options, Training Needs Assessment and Tailoring, Facilitation Skills, Handling Resistance and Training Follow-Up on Day 4.

Because diversity training is complex and often evokes strong feelings for both participants and trainers, the success of each training session relies on the trainers' broad foundation of sound facilitation skills, extensive knowledge of issues of difference, and profound self-reflection regarding their own backgrounds. Therefore, trainers interested in participating in this session must meet the criteria indicated on the attached registration form. Once this criterion has been met successfully, trainers will be certified by HRD to deliver the Commonwealth curriculum to state employees.

HRD recommends that trainers deliver training in pairs, preferably mixed by race/national origin and gender. Agency trainers may partner with trainers from other agencies or may pair with vendors who have completed our *Training of Trainers* program and met specific criteria for internal trainers.

Those interested in attending the June sessions should forward the attached registration form to the Office of Work/Life and Diversity by May 17, 2002. Questions may be directed to Mayra Rodriguez-Howard at 617-619-5605 or Sandra Borders at 617-619-5635. Confirmation of attendance and further directions will be provided.

